

DISCOVERING — YOUR — CALLING



Purpose
Passion
Mission

GREGORY SCOTT

DISCOVERING YOUR CALLING

Copyright @ 2026 Gregory Scott

First Edition, 2026

No part of this publication may be reproduced, distributed, or transmitted in any form or by any means without the prior written permission from the author, except for brief quotations used in reviews or articles.

All rights reserved

Scripture quotations are from the NASB.

This book is for information and inspirational purposes only. It does not constitute professional, legal, or financial advice.

For more resources, visit: gregoryscottblog.com

Table of Contents

Introduction: Why Calling Matters.....	iii
Chapter 1: What is a Calling?.....	1
Chapter 2: A Brief Theology of Calling	3
Chapter 3: Your calling is part of God’s plan for the earth	4
Chapter 4: Your gifts reveal your calling.....	6
Chapter 5: Your preparation reveals your calling.....	8
Chapter 6: Your heart reveals your calling.....	10
Chapter 7: The Lord confirms your calling.....	12
Chapter 8: Conclusion.....	14
About the Author.....	15
Continue the Conversation.....	16

Introduction

Why Calling Matters

I first heard the key elements of what follows in this e-book in the late 1980s in a sermon preached by Scott Brister. At the time, I was in law school, but I was trying to decide whether to become a lawyer or enter the full-time ministry.

I felt the quiet pressure many young Christians feel—the assumption that if you truly love God, you will eventually leave the marketplace for the ministry. I wanted to do something significant for the kingdom of God, and I didn't know whether that thing would be in a church or a courtroom. The principles Scott Brister taught in that sermon clarified for me what I was called to do.

It is one of the most memorable sermons I ever heard, which is ironic because Scott was not a minister: He was an attorney, but he knew what he was talking about. He was called to be a judge, and he served at the trial court level, on the court of appeals, and eventually as a justice on the Texas Supreme Court. He was and is a man of significant gravitas, who loves Truth and loves the Lord.

So, in a sense, what I've done in writing this e-book could be considered theft—or as those of us versed in the law say, an act of conversion. To those who would accuse me of theological pilfering, though, I offer the Augustinian defense. St. Augustine said that Truth belongs to all men, but falsity is yours alone. I have done my best then to stand on the firm ground of Truth in what you are about to read. If I stray from the truth, it is unintentional, but it is on me.

I wrote this e-book because applying the principles I discuss in this book convinced me of my calling, and I am convinced they can help you too. As you will see, the principles are not mystical and ethereal but practical and understandable. This means you can proceed with confidence that with the small investment of time it takes to read what follows you can come closer to understanding the work God has created and called you to do.

One way to read this e-book is to work through each chapter, which presents a different principle for discovering calling, and then ask the Lord how that principle applies to your life.

Will you know your calling by the time you finish? You may or you may not. The Lord sometimes reveals His purposes immediately. More often, He does so progressively. You may be like Moses—aware of a stirring when you are young, yet uncertain how it will unfold until years later.

But this much I am confident of: when you finish, you will not be groping in the dark for your destiny. You will understand the patterns God uses. You will be equipped to recognize the clues He has embedded in circumstances and in your life. You will be better prepared to walk forward faithfully, nor fearfully, in the work He has prepared for you

Chapter 1

What is a Calling?

All Christians have a calling. They actually have three callings. There is one's primary calling, which is God's calling of us to Himself. I Corinthians 1:9 ("God . . . called you into the fellowship of His Son."). This calling is universal, personal, and relational.

There is also a second calling, and that is God's calling for us to live a certain way and in the process of being conformed into the image of His Son. He calls us to a lifestyle of holiness (I Peter 1:15), endurance (I Peter 2:21), peace (Col. 3:15), freedom (Gal 5:13), and hope (Eph. 1:18). In this calling, His ultimate goal is our sanctification (I Thess. 4:3).

Thirdly, there is what is often referred to as one's vocational calling by which we mean the work God calls someone to do. Paul was called to be an apostle (Rom. 1:1), one who plants churches. But the Bible never limits one's vocational calling to ministry jobs.

The work God calls us to may also be in the home (stay-at-home mom), in the public square (political/government service), or in the marketplace. Wherever one is to exercise their calling, they do so through stewardship of the gifts, opportunities, and anointing God has entrusted to them.

A calling is God's gracious summons, first to Himself, and then to a path of personal transformation and into the work He uniquely assigns to each believer. Here, we are concerned with the work He uniquely assigns to each believer.

There is no secular work

The distinction people typically make between so-called secular and sacred (i.e. ministry) work arises out of the dualistic misconception that spirit is good and matter is bad.

However, God so loved the *world* (matter) He gave His Son. John 3:16. God created the heavens and the earth (matter), and it was not only good, but very good. Genesis 1:31. Most importantly, Jesus took on human flesh (matter) in the incarnation. On the flip side, not all things spiritual are good. Demons, for example, are corrupt spiritual beings and Hell presently exists as a spiritual reality, but it is not good.

Instead of secular or sacred, work is either legitimate or illegitimate. Illegitimate work is work that has an illegitimate (sinful) purpose, and therefore, is contrary to God's will and at cross-purposes with His Kingdom. Prostitution and drug dealing are examples of illegitimate work. They serve no legitimate purpose in God's management of the planet or the expansion of His kingdom on earth.

All work that is not illegitimate is legitimate. All legitimate work has the potential to serve the purpose of the kingdom of God because all legitimate work is a means by which the planet is managed for King Jesus and His kingdom is advanced on the earth.

So, all legitimate work is potentially a calling for someone. God calls people to serve Him in His kingdom as ministers, mechanics, and mortgage brokers. One is not "better" or a higher calling than another.

The highest calling for you is the work to which God has called you, for it is by completing that work that you will bring glory to God. When He had completed His earthly ministry Jesus said, "Father, I have glorified You by completing the work you have given me to do." John 17:4.

Chapter 2

The Theology of Understanding Your Calling

The biblical basis for understanding one's calling is laid out beautifully in the life of Moses. The Book of Exodus tells Moses' story in great detail, and that story is accented by New Testament references such as Stephen's sermon immediately prior to his martyrdom.

These accounts give us not just a narrative but a trustworthy explanation of what God was doing and sometimes what Moses was thinking when we read about the arc of his life. In Exodus Chapters 1-12, we have a court-side seat to watch Moses's life from a baby to an adult and ultimately to the leader God called to deliver Israel from bondage. We even have a word-for-word account of the moment of God's calling of Moses at the burning bush in Exodus 4.

Because we know from the account of the burning bush that Moses was called to be a leader and deliverer of God's people and we have a detailed account of his life, we can reverse engineer Moses' life. We can look at the clues that were present in his life prior to his experience at the burning bush which indicated he was called to be a deliverer.

In essence, the Bible has given us an Inside Baseball look at the mechanics of calling that we can apply to our own lives.

With that introduction, we can begin to dig into the life of Moses for the principles of understanding calling in one's life.

Chapter 3

Principle # 1: Your calling is part of God's plan for the earth

The Foundation for Understanding One's Calling From the Life of Moses

When Christians speak of “calling,” we often begin with ourselves—our gifts, passions, or personality. The Bible presents a different starting point. God calls people into the flow of His redemptive plan for the world, and that plan is the context for understanding any calling. Calling is never just about “what job should I do?” Calling is about participating in what God is doing to renew, redeem, and transform His world.

Moses' life clearly illustrates this principle. Moses' calling did not begin at the burning bush; it began centuries earlier when God revealed His plan to Abraham. God declared that Israel would be enslaved, but that “they will come out with many possessions.” Genesis 15:13–14. Long before Moses was born, God had determined to deliver His people. Moses' role was not the origin of God's plan—it was the instrument through which God's plan was accomplished.

This is the first key to discerning one's calling: a true calling is always consistent with God's larger mission. It participates in His ongoing work of restoring all things under Christ. God wanted to free Israel from oppression and establish a holy nation, and Moses' calling served precisely that end. Today, in the Kingdom Age, this means God is actively advancing His Kingdom throughout history, and the callings He gives His people are designed support that redemptive mission.

Through the trial lawyer, God wants to establish justice; through the doctor God brings healing, and through those who produce goods or services God provides for those who need what is produced. The proper functioning of the world God is redeeming is dependent on those whom the Lord calls and through whom He works.

The burning bush encounter reinforces this truth. When God speaks to Moses, He does not begin by discussing Moses' identity, talents, or desires. He begins with His own heart and mission: “I haven't surely seen the affliction of My people... I have come down to deliver them.” Exodus 3:7–8. Only after revealing His redemptive intention does God say, “come now, and I will send you.” Exodus 3:10. Calling flows from the context of the mission. God first reveals what He is doing in the world, then He invites us into that work.

Building on this Foundation to Understand One's Calling

An Understanding of this principle functions as a filter. Certain pursuits, no matter how lucrative or interesting, cannot be “callings” if they do not meaningfully align with God’s purposes—justice, mercy, human flourishing, truth, compassion, reconciliation, and the expansion of Jesus’ reign. A calling contributes to God’s redemptive project in some discernible way. It does not have to look “spiritual” or “religious,” but it must push the world in the direction God is pushing it.

For many, this may be as simple as performing their job excellently and ethically. Whether it be the work of a plumber, psychologist, or company executive, excellent and ethical work helps ensure the world function the way God intended. God meets the needs of the homeowner with leaky faucet through a good plumber just as He meets the needs of a person with mental health challenges through a psychologist.

This principle also frees believers from the anxiety of self-invention. Understanding calling starts not by looking inward but by looking outward at what God is already doing. It starts by looking for where the world’s pain, needs, and brokenness intersect with the gifts God has planted in us. Moses discovered his calling not by introspection but by encountering the God who cares about a suffering people and had a plan for them to live in a land flowing with milk and honey.

Thus, the first and foundational principle to discerning one’s calling is simple and sweeping: God will never call you to anything that is not aligned with His mission to redeem and transform the world. Any true calling participates in God’s agenda for history, just as Moses’ did.

Chapter 4

Principle #2: Your gifts reveal your calling

How Moses' Natural Leadership Indicated his Ultimate Vocation

A second principle for discerning one's calling is that the natural gifting God gave you often indicates the calling He will later reveal. The hardwiring God created in us is there for life; it does not change. Perhaps this is one of the reasons Paul said, that "the gifts and the calling of God are irrevocable." Romans 11:29. Our gifting is given to us to support our calling.

God rarely calls a person to something for which He has not already equipped them, even if that equipping is only in seed form. Moses' story is a vivid illustration of this truth. Long before the burning bush, long before God commissioned him to confront Pharaoh and lead Israel out of Egypt, Moses' natural leadership instincts were already visible. His gifts were apparent, even when his understanding of how to use them was underdeveloped.

We know from Exodus 2 that Moses, though raised in Pharaoh's household, identified with the suffering of his Hebrew kin. One day he saw an Egyptian beating a Hebrew slave, and "he looked this way and that, and when he saw there was no one around, he struck down the Egyptian and hid him in the sand." Exodus 2:12. Like a true leader, Moses was a man of action, and he took the initiative.

After he fled Egypt, Moses happened upon some women being harassed by some shepherds. Again, he intervened, this time saving the women from the shepherds. Exodus 2:16-17. Moses was doing what leaders do because it was what came naturally to him.

Moses had a leadership impulse, a drive to protect, to intervene, and to initiate change. He felt the weight of injustice and instinctively stepped into the role of a deliverer. Leaders do that. Leaders act when others watch.

Was Moses wrong in killing the Egyptian? Absolutely. His timing, method, and understanding were all flawed. He attempted to fulfill God's calling without God's commissioning. But while the action itself was misguided, the underlying impulse revealed that Moses possessed the raw leadership gifts that foreshadowed his true calling.

Building on the Principle of Recognizing One's Gifting

Years later, at the burning bush, God called Moses to do with a divine commissioning what he had earlier attempted to do on his initiative: confront oppression and lead God's people to freedom. The gift was the same; the power and authorization were different.

This pattern is instructive for believers today. Your calling often grows out of the gifts and instincts imprinted on your person by the Creator. These are the things you do naturally, the burdens you carry deeply, the capacities that emerge even when you are not trying. These gifts are not accidents; they are indicators. They are not random but revealing, and they help you recognize your place in God's advancing Kingdom.

Therefore, pay attention to your gifts. What Moses displayed prematurely in Exodus 2, God commissioned and empowered in Exodus 3. Your gifts may be early hints of the future God is preparing for you.

Chapter 5

Principle #3: Your preparation reveals your calling

How Moses' Life Experience Equipped Him for the Work God Assigned

A third principle in recognizing one's calling is understanding that God often prepares a person for what He calls them to do, long before He calls them to do it. Thus, their preparation becomes a clue to what God is ultimately calling them to do.

God is practical. He equips those He calls. Therefore, the sovereign details of your life—your training and your experience—are often the very tools God intends to use in your calling.

Moses' life demonstrates this principle. Though born a Hebrew slave, Moses was raised in the palace of Pharaoh. Pharaoh's daughter adopted Moses, and Moses grew up with all the privileges, education, and formation of an Egyptian prince. Exodus 2:10. Stephen comments on this in Acts 7: "Moses was instructed in all the wisdom of the Egyptians, and he was mighty in words and deeds." Acts 7:22

Moses' preparation was no small thing. Egypt was the world's superpower. Its royal court was the center of political, military, religious, and administrative authority. Moses learned its language, literature, diplomacy, customs, and court etiquette. He understood how Pharaoh ruled, how decisions were made, and how power was wielded. His education was not generic—it was *Egypt-specific*.

Just as my training and experience as a trial lawyer in the rules of civil procedure and the rules of qualify me for working in the courtroom, Moses' training and experience uniquely qualified him for entering Pharaoh's court.

When Moses stood before the burning bush in Exodus 3, God's call was not to something foreign or unknown to Moses. God said: "Therefore, come now, and I will send you to Pharaoh, so that you may bring my people, the sons of Israel, out of Egypt." Exodus 3:10.

Moses was not an outsider entering a strange land; he was a man returning to the court he once knew intimately. Moses was not merely spiritually appointed; he was practically prepared.

Applying this principle today

This principle translates to the believer's experience today. Before we ever discern our calling, God often prepares us, sometimes through paths we did not choose, seasons we did not understand, or work experiences that seemed disconnected or insignificant at the time. Yet in hindsight, these very experiences become the foundation for our calling. Our preparation prophesies about our purpose; it speaks to where God is leading us.

For Moses, the preparation included forty years in Pharaoh's court and forty more years in Midian shepherding. In Egypt he gained knowledge, influence, and cultural fluency. In Midian he gained humility, patience, and the practical skill of leading people through wilderness terrain. He learned the palace and the pasture because his calling required both.

So it is with us. We can often discern the shape of our calling by examining the shape of our preparation.

Where has God trained you? What type of problems have you learned to solve? What skills, relationships, and experiences has He woven into your past that positions you for a specific work? Those skills and experiences may be a key to understanding what God has called you to do.

Chapter 6

Principle #4: Your heart reveals your calling

How God-Given Desires Reveal God-Given Callings

A fourth principle for discerning one's calling is this: God often places within our heart desires that align with the calling He intends to bring to fruition.

While the Bible warns not to trust every impulse of the flesh or confuse selfish ambition with divine purpose, it also teaches that if we delight ourselves in Him, He will shape the desires of our heart. Psalm 37:4. A godly desire can be a clue to a godly calling.

Moses' life demonstrates this principle. Long before God called Moses from the burning bush, long before Moses had any clarity about God's timing or method, Moses *felt* something in his heart. He felt a burden for the suffering of his people. He felt an irrepressible desire for justice. He felt drawn toward leadership and to intervene.

Exodus 2 says that when Moses saw the Egyptian beating the Hebrew slave, he could not stand by passively. Something rose up within him: "So he looked this way and that, and when he saw there was no one around, he struck down the Egyptian and hid him in the sand." Exodus 2:12

Moses' action, though wrong in execution and premature in timing, reveals something crucial about Moses' inner life. He cared deeply. He felt responsible. His heart was already leaning toward the role of deliverer. Stephen confirms this heart-level calling in Acts 7: "And he supposed that his brethren understand that God was granting them deliverance through him . . ." Acts 7:25

That single sentence speaks volumes. Moses *supposed*—he believed, sensed, felt—that he had a role in Israel's deliverance. The idea did not come from ambition or pride; it came from a God-implanted burden. Moses cared about what God cared about—justice, freedom, the wellbeing of God's covenant people.

Moses' early attempt to fulfill that desire shows us his heart was right, his timing was wrong, and his method misguided, but his calling was real. God had already given Moses the heart of a deliverer 40 years before He gave Moses the commission of a deliverer.

Applying this Principle in Discovering our Calling

This is how God often works. A calling often begins as a holy disturbance, as something we cannot ignore, a desire that keeps resurfacing, a burden that does not go away. It might be a desire to teach, to protect, to advocate, to heal, to build, to create, to lead, or to shepherd. It might show up early in life or later in a moment of spiritual awakening. And while not every desire is from God, many desires *are* the fingerprints of the Potter.

This principle differs from the secularized encouragement to “follow your passion.” It is not a call to chase every emotional whim. Rather, it is an invitation to examine your heart through the lens of God’s plan for the earth: Do I care about something that God Himself cares about? Has God planted a burden, desire, or holy inclination that aligns with His purposes?

In Moses’ case, the desire was premature but prophetic. It revealed his true vocation long before he understood it. So it is with us. A God-given calling often first appears as a God-given desire. Your heart may already know what your calling will later confirm.

Chapter 7

Principle #5: The Lord confirms your calling

How God Affirmed Moses' Calling Through the Burning Bush

A fifth principle for discerning one's calling is recognizing that God confirms the calling He places on a person's life. Calling is not meant to be guessed at, speculated about, or based solely on feelings. God is a God of clarity. When He calls someone to a particular work, He provides confirmation. He provides confirmation through His Word, His Spirit, His providence, and often through circumstances that align unmistakably with His purpose.

Take the example of Jesus. His calling was confirmed by the Word of God via Old Testament messianic prophecies, by Gabriel to Mary, through angels to shepherds, through John the Baptist and the God's voice from heaven at Jesus' baptism, through the demons he was casting out, and at the mount of transfiguration.

Moses' calling was equally clear. By the time Moses encountered God at the burning bush, he was no longer the confident prince of Egypt. The pride and self-sufficiency that once drove Moses to take matters into his own hands had been stripped away by forty years in the wilderness. Numbers later describes Moses as "very humble, more than any man who was on the face of the earth." Numbers 12:3. The man who once assumed he would lead Israel now felt utterly unqualified for any leadership at all.

Into that humility, God spoke clarity. In Exodus 3, Moses sees a bush that burns but is not consumed. From that supernatural sign, God calls Moses by name and reveals His intention: "So I have come down to deliver them...come now, and I will send you to Pharaoh, so that you may bring My people, the sons of Israel, out of Egypt." Exodus 3:8,10

This moment was divine confirmation. God did not merely stir Moses' heart or leave him with vague impressions. God explicitly confirmed the calling that had been forming in Moses since youth—his passion for justice, his instinct to lead, his burden for Israel, and his unique preparation in Pharaoh's court.

Yet Moses resisted. Moses's past failed intervention in Egypt, his insecurities, and his wounds had convinced him that he was not the right man. He offered objections:

- *"Who am I that I should go to Pharaoh?"* (Exodus 3:11)
- *"What if they will not believe me?"* (Exodus 4:1)
- *"I am not eloquent... I am slow of speech."* (4:10)

But God met each objection with further confirmation:

- *"I will be with you."* (3:12)
- Miraculous signs (4:2–9)
- A promise to give Moses the words to speak (4:12)
- Aaron as a helper (4:14–16)

God confirmed the calling until Moses could no longer deny it. The calling aligned perfectly with:

- God's plan (deliverance of Israel),
- Moses' gifting (leadership),
- Moses' preparation (knowledge of Egypt and its court), and
- Moses' heart (a deep burden for the oppressed).

But confirmation was the seal that turned all these clues into certainty.

This same pattern holds true for believers today. God does not ask us to build our life's direction on mere guesswork or personal ambition. He confirms callings by aligning Scripture, desire, gifting, preparation, opportunity, and the counsel of others.

Chapter 8

Conclusion

In times past, discovering one's calling was simpler. In a small medieval town, if your father was a cobbler, you became a cobbler. If he was a carpenter, you became a carpenter. And for those with a burning devotion to God, the priesthood often appeared to be the clear path.

Today, the availability of student loans and the offer of higher education make one's career choices seemingly limitless. In such a context, the principles we glean from Moses' life become even more relevant. They are beacons on a foggy night.

Still, all these principles should be prayerfully considered. One's calling is not a math problem to solve but a divine pathway to discern. Hopefully, the five principles discussed here will make that path easier for you to find.

About the Author

Gregory Scott is a pseudonym the author uses in social media and Christian writings. He resides in a large American city and is a partner in large, full-service law firm. He is a board-certified employment attorney and a former pastor who has spent the last three decades integrating Christian conviction with professional excellence. He speaks and writes regularly about the integration of faith and work.

He has practiced employment law for more than thirty years and has represented both employees and companies in high stakes employment litigation. He also mentors younger professionals in their walk with Jesus and in finding success in the workplace through the application of biblical principles.

As a law student, he wrestled with whether to the local church or a courtroom. The principles in this book emerged from that season and have been refined through years of practice, leadership, and reflection. His aim is to help serious Christians discover and walk confidently in the work God has prepared for them to do.

You can follow Gregory Scott on Instagram (@thegregoryscott), TikTok (@thegregoryscott), or Facebook (@gregoryscottpublishings) or visit his website at www.gregoryscottblog.com.

Continue the Conversation

If this book has helped clarify your thinking about calling, the conversation does not end here.

I write regularly about the kingdom of God, work, leadership, and the pursuit of competence as a form of Christian faithfulness. New posts are published each week on my blog, and shorter reflections are shared throughout the week on social media.

My aim is simple: to help serious Christians think clearly, work faithfully, and live with conviction about the tasks God has given them. I believe transformed people transform the world, and one of the ways we change the world is through our work.

I invite you to read along and engage as we continue exploring what it means to discover—and walk in—one's calling.